

24 March 1978

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM: John F. Blake
Deputy Director for Administration

Frank:

1. As a follow-through to our conversation of Thursday, 23 March, on a variety of personnel issues, I have organized the following approach.

25X1 2. On Tuesday, 28 March, at 2:00 p.m., Fred Janney, myself and [] a GS-16 senior staff officer from the Office of Personnel, will spend time with you on the Personnel Development plan. We have established another appointment at 11:00 a.m. on 31 March to discuss four different matters. On three of those matters, i.e., uniform promotion policies, inter-Directorate rotation, and rehired annuitants, I have attached papers to this memorandum which will provide background information for you. I believe your reading of these papers by Friday will allow a more meaningful discussion of the issues. The fourth issue we will discuss is the matter of "specialty careering" which apparently has been brought up by NFAC. I have asked [] to forward us a copy of the NFAC paper as we have not previously seen it. 25X1

3. Three other matters remain on which we spoke. On the matter of the work being done by the Fitness Report Task Force, their preliminary report is due on 12 April. It will be forwarded to you. Next is the matter of the possibility of converting Scientific Pay Scale positions (SPS) to supergrade positions. I will establish a separate appointment for this and have Jim Taylor present. Lastly, is your desire to take a more aggressive and visible approach to EEO matters. I think you, Fred Janney, and myself should have a brief discussion on this and we will present you with the recruitment and promotion progress made within the EEO field within the last several years. We may be able to work this into one of the other discussions.

John F. Blake

Atts

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Approved For Release 2005/08/02 : CIA-RDP82-00357R000300080019-5

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DDA:JFBlake:kmg (23 Mar 78)

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